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WOMEN IN COMBAT?

A Report

Presented to

the Faculty of the School of Education

San Diego State University

In Partial Fulfillment

of the Requirements for the Course

Education 795 A & B Seminar

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by

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All of my help comes from the Lord and I thank Him for being my sufficiency in bringing me to the other side of this project. I would also like to thank my husband, Forrest, for his complete and unwavering love and support during this and every other project of our lives together.

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CHAPTER I

INTRODUCTION

The woman shall not wear that which pertaineth (implements of war, weapons of war, armor, etc.) unto a man, neither shall a man put on a woman's garment; for all that do are abomination unto the Lord (Deuteronomy 22:5).

At issue is not whether women can fire M-60's dog fight MIGS, or drive tanks. Introducing women into combat would destroy the exclusively male intangibles of war fighting and feminine images of what men fight for--peace, home and family (Golightly, 1987).

There is a place for women in our military, but not in combat. And their presence at institutions dedicated to preparation of men for combat command is poisoning that preparation (Webb, 1987).

The historical and comparative materials at least suggests that it may be highly undesirable to permit women, trained to inhibit aggressive behavior, to take part in offensive warfare. Defensive warfare, on the other hand, does not have the same disadvantages, as it evokes the biological basis of defense of the nest and the young (Mead, 1967).

No matter what tradition has revealed about the role of the female in society, when outside dangers and large forces threaten the security of a nation, all nations call upon women for assistance and lift restrictions under which they have been

forced to live (Johnson, 1971).

The sampling of statements above suggests that there are strong religious, cultural and biological arguments as to whether women are, "or", are not, suited for combat.

The Biblical argument, being self explanatory, is clearly and indisputably against women in armed conflict. Cultural arguments appear to stem from opinions, founded and unfounded, and attitudes. The biological argument states that physical aggression, which is required in combat, is primarily a male characteristic. Experiments with female Rhesus monkeys, in which female monkeys were given male hormones while still in the womb, showed them to exhibit more threatening behavior than normal females. Other studies, however, indicate that the amount of aggressiveness a person displays is more dependent on upbringing than biology. This particular factor was proven when Anthropologist Margaret Mead recorded her studies of a New Guinea tribe in which women were reared as the aggressive sex while the men were docile. The nature versus culture controversy over aggression is far from settled; even though hormones play a definite role, as John Stuart Mills observed in 1869, "Women are what we have required them to be."

In the last analysis, the gender composition of the armed forces is shaped by the prohibitions on the assignment of women to combat occupations or to units whose main function is related to combat. Whether these blanket gender distinctions are

appropriate in today's rapidly changing society needs investigation (Binkin and Bach, 1977).

Statement of the Problem

This thesis polls veterans of war and active duty men and women about their attitudes toward the assignment of women to combat units. The question is extremely complex, involving a cross section of social and military factors. Two powerful social forces are in collision here: The push for women's equal rights is in conflict with deeply rooted traditions that question the propriety of women under arms. The fact that public politics support equal opportunity in principle is indisputable, virtually every published opinion poll taken on the subject confirms it. However, the extent to which people will accept equality in practice, including committing women to combat, is less clear; virtually no public opinion polls have been taken on the subject (Binkin and Bach, 1977).

Also at odds are the more practical issues related to national security: the budgetary advantages of recruiting more women are at variance with perceived risk to the U.S. national interest. It is clear, were women to constitute a larger proportion of the military establishment, that personnel quality (measured by educational level, general intelligence and aptitude) would improve. Less certain, however, are the overall implications

for military effectiveness. Little is known about how women will perform combat tasks, and even less about how they will affect combat unit performance. The issues will not be easy to resolve and this, like many controversies, elude theoretical solutions. Experience will have to provide the answers (Binkin and Bach, 1977).

History does reveal some of the "warrior" roles that women have played in past world conflicts, however. Review of relevant literature included the following:

Roles of women in war

- Ancient times
- Colonial Era
- World War I
- World War II
- After the war (WWII)
- The Sixties
- The Seventies
- NATO 1982, report on women in uniform

Limitations

This study was limited to active duty, Navy men and women; and Marine Corps and Navy retirees in the San Diego and Long Beach, California areas.

Research material was obtained from books, governmental

publications, magazines, newspapers and interviews.

Very little published research has been performed in the area of assigning women to combat. Clearly, the source for expert opinion, is in the querying of the men and women who have actually faced or who are destined to face the rigors of war.

Though limited in scope, this study will reveal insight into what should or should not be done in resolving the question: Women in Combat?

Definition of Terms

Combat-The Defense Department defines combat as: engaging an enemy or being engaged by an enemy in armed conflict. Under current practices, a person is considered to be "in combat" when he or she is in a geographic area designated as a combat/hostile fire zone by the Secretary of Defense (Coye, 1980).

North Atlantic Treaty Organization (NATO)-The North Atlantic Treaty signed in 1949 by Belgium, Canada, Denmark, France, Iceland, Italy, Luxembourg, the Netherlands, Norway, Portugal, the United Kingdom, and the United States unites Western Europe and North America in a protective security agreement against threats and armed attack.

United States Code 10 Section 6015-The Secretary of the Navy may prescribe the manner in which women officers appointed under Section 5590 of this title, women warrant officers, and

enlisted women members of the Regular Navy and the Regular Marine Corps shall be trained and qualified for military duty. The Secretary may prescribe the kind of military duty to which such women members may be assigned and the military authority which they may exercise. However, women may not be assigned to duty on vessels or in aircraft that are engaged in combat missions nor may they be assigned to other than temporary duty on vessels of the Navy except hospital ships, transports, and vessels of a similar classification not expected to be assigned to combat missions.

The last sentence reflects the amendment to 6015 contained in the Department of Defense Appropriation Authorization Act, 1979, Public Law No. 95-485, Section 808, 92 Stat, 1611 (1978). Under this new provision women may be assigned permanently to certain auxiliary and support ships, and may be assigned temporarily to any ship that is not expected to be engaged in a combat mission during the period of temporary duty (Coye, 1980).

CHAPTER II

REVIEW OF THE LITERATURE

Ancient Times

Women have not only served in military service during modern times but they have also served in combat roles during ancient times. Herodotus (5th Century B.C.) the Father of History, wrote about Zaveces, a nation in Africa near Maxyan where women were drivers of war chariots. The following is a list of those women and their counterparts who bucked centuries of tradition to literally fight for their beliefs.

Amazons. By any yardstick, the most famous women warriors were the legendary Amazons. Their name comes from the Greek word Mazos, meaning breast and a, meaning to cut off. The Amazon women, according to some scholars, cut off their right breasts in order to draw their bows more easily.

There are several theories about the actual existence of the Amazons, or other exclusively female societies. Some say that the Amazons developed from barbarian women who fought as auxiliaries to the warring men. Another theory is that it was simply a case of mistaken identity: the Amazons were smooth-shaven foreigners who attacked Greek colonies, and were mistaken for women. The third theory is that it is all pure fiction; merely a story evolved from the same cultural tendency that produced other examples of forceful Greek maidens.

Reportedly, a characteristic common to all Amazons, but

beginning with the Greeks, is their avoidance of men. The Amazons dwelt as a family unit, but ruled with the firm hand of their own soldiers. Men weren't allowed to be part of the tribal operations, and were used only for procreation and to raise children. Amazon women were said to have sexual intercourse with men from neighboring tribes, keeping all female children and sending the males back to their fathers.

Several other tales of Amazons are prevalent, including reports of Amazons of Asia Minor. However, the only Amazon tribe (that has been authenticated) lived in Oahomey, West Africa late in the 19th century. The female force numbered some 2,500, officially including all wives of the king. The actual fighting force had 1,700 members, armed with knives, muskets, blunderbusses, duck guns, bows and arrows.

The purpose of these weapons was not to kill outright, however; they killed only in self-defense. They also used weapons to take slaves to be sold or to be used in the King's human sacrifices. Some 5,000 people were sacrificed annually to satisfy the King's religious beliefs.

Boadicea: She Challenged Nero. Boadicea (also spelled Boudicea), who died about 60 A.D., was queen of the Iceni, a tribe that lived in what is now East Anglia. The tribe was under the rule of Rome.

When Boadicea's husband, King Presutagus, died, he willed his wealth to Nero in hopes of protecting his wife, daughters, and

land. Nero accepted the bribe, but gave no protection. His men beat Boadicea, raped her daughters and enslaved the dead King's relatives. Enraged, Boadicea called her countrymen to arms with impassioned speeches about Roman atrocities. Her army held the Romans at bay for several days, but was defeated. On the last day of the battle, Boadicea rode into the fray on a chariot, that also carried her daughters. Instead of being taken prisoner, she poisoned herself and died.

Zenobia: Queen of the East (266 A.D.). Zenobia became Queen of Palmyra, an Arabian desert kingdom, upon the death of her husband (Some historical sources suggest that Zenobia helped kill her husband).

Claiming the title Queen of the East, Zenobia tried to bring Syria, Western Asia, and Egypt under her command. She wore military garb and accompanied her troops. When Zenobia refused to make peace, she was captured by the Romans and was led, covered with jewels and golden chains, through the streets of Rome. After that show of Roman strength, Zenobia was permitted to retire to a quiet villa near Tivoli where she lived out her days.

Women Warriors of Foreign Lands

Joan of Arc: Saintly Martyr (1412-1431). Few people have as romantic, respected and awesome a foothold in history as Joan of Arc. The simple illiterate daughter of a French plowman from Domremy, Joan was pivotal in ending the Hundred Years War (1337-1453) between the French and English. At thirteen, Joan began to

hear the voices of St. Michael, St. Caterine and St. Margaret, patron saints of her country. They urged her to avenge the wrongs dealt to the French by the English following the Treaty of Troyes in 1420. Wearing men's clothing and using her considerable guile and wits, Joan gained an audience with the Dauphin, whom she wanted to see crowned as King. She persuaded him to permit her to lead a French army into battle against the English at Orleans. He wisely agreed and his exhausted army, besieged at Orleans for months, responded excitedly to the unprecedented leadership that the courageous Joan of Arc inspired.

Joan witnessed Charles coronation and his subsequent vacillation as well. Because he was not sensitive to the needs of military timing, Joan persuaded him to try to take Paris. He did not realize that his advantage had been lost. In the battle of Copoegne in 1430, Joan was captured by the Duke of Burgundy. The British cannily requested that she be handed over for trial by the church, since the French people would never have accepted her imprisonment unless first she, and King Charles, were discredited.

During her short life, she crowned a king, led countless battles to victory, and served as a brilliant military tactician. She was later tried, burned at the stake for heresy and canonized.

Kit Welsh (1667-1739). According to one observer, Kit Welsh had "as much sex in her as you would find in a class devoted to

the higher mathematics". Perhaps that accounted for her success in fighting in the British army disguised as a man.

Welsh, also known as Trooper Christopher Welsh, entered the military in 1693, in search of her errant husband. Fighting in several battles in the War of the Spanish Succession, Welsh was twice wounded and once held prisoner of war by the French. She finally caught up with her husband in 1704; both remained with the Army, though she now wore women's clothing and cooked more often than she fought. The stays of her gown saved her life when she was hit, while searching the battlefield for her husband's body. She retired in 1708 on a schilling-a-day pension, and was given a military funeral when she died.

Saragoza (1786-1857). The brave Spanish woman, Augustina Saragoza, shamed her countrymen to return to their guns during the 1808 siege of Saragoza by the French. Young Saragoza arrived at the Portillo gate to her city, (where the fighting was heaviest) with food for the fighting men. When she arrived, she found all the soldiers dead and others who had abandoned their battle stations. She immediately picked up a match from the hand of a dead gunner and fired a 620 pound cannon.

The fiery young woman declared she would not leave the gun until the end of the siege. Inspired by her courage, the remaining soldiers returned to their battle stations and as promised, Saragoza stayed at her post until the bloody siege ended, fifty days later. Thanks in large measure to her perseverance, the

Spanish rallied from near-certain defeat to repulse the attack.

Barry: Post-Mortem Surprise. Perhaps the best known case of a woman serving in the military as a man was that of Dr. James Barry (1795-1865), whose real name is not known. Said to be the grand-daughter of a Scottish Earl, she masqueraded herself as a man and studied medicine at the University of Edinburgh. Still disguised, she enlisted in the British Army in 1813, allegedly for the love of an army surgeon. Barry had a distinguished military career, serving in Malta, Trinidad and Cape Colony, and became Inspector General of the Army Medical Department. Barry's gender was not discovered until after her death.

Mata Hari. The legendary spying activities of Mata Hari (1876-1917) are the stuff of high drama. Her life was dramatic from childhood on.

Born in Holland as Margaretha Zelle, she was expelled from convent school because she had allegedly slept with a priest. When she was eighteen, she married forty-year-old Captain Rudolph MacLeod. They lived in Java where she learned exotic dancing and gave birth to two children. The marriage was violent, ending with the death of one of her children. She left MacLeod and moved to Paris where she worked in a brothel. Her career branched out when she became a nude belly dancer, adopting the name Mata Hari ("Eye of Dawn").

She moved on to Berlin in 1905. There she had many lovers, including Traugot Von Jagow, Commandant of the Secret Police who

persuaded her to attend the German espionage school headed by the infamous Fraulein Dokter.

Mata Hari protested to her death that she had not spied for the French against the Germans, but the evidence was against her. While vacationing in Madrid with the local Chief of German Intelligence, she delivered a message on German submarine activities to an official of the French Embassy. She was instructed to go to Paris for payment. There she was arrested as a double agent, tried and sentenced to death.

The explanation she gave for her ambivalent espionage was, "I love officers. I have loved them all my life."

Women Warriors of America's Colonial Era

McCrea: Colonial Martyr. Jane McCrea's (1752-1777) value to the Colonial Army lay in her martyrdom. In the hope of seeing her fiancee, who was serving with British General John Burgoyne's forces, McCrea remained in Fort Edward, New York, while others were evacuated. She was preparing for evacuation with her friend when the fort was attacked by Indians. McCrea's body, scalped and bullet-ridden, was discovered the next day near the Fort. Her death, which shocked both sides of the Atlantic became a propaganda tool. Neutral Colonists rallied in her name to the colonists cause. Within three months of her death, Burgoyne surrendered to American General Horatio Gates.

Sampson (1760-1827). The service of Deborah Sampson as a soldier in the Revolutionary War was notably celebrated.

Born in Massachusetts, she was an indentured servant until age eighteen. She learned to read and write and became a school mistress. Wearying of the quiet New England life, she decided to sign up for the Army. However, her first effort was thwarted. Wearing men's clothing, she enlisted under the name of Timothy Thayer, but her identity was discovered during an enthusiastic celebration at a tavern.

The second time Sampson enlisted, again wearing a man's suit, she walked to a nearby town and became private Robert Shurtleff in the Infantry Volunteer 4th Massachusetts Regiment. She was so discreet that her sex went undetected during her eighteen months of training at West Point (no physical examination was required). She was shot in the thigh at East Chester, but tended her own wounds. When she became ill with "brain fever" in Philadelphia, a nurse discovered her gender. Private Shurtleff was honorably discharged in 1783 and became Mrs. Benjamin Gannett in 1784.

Some years later, Sampson, then the mother of three children, was forced to go on the road as a public speaker to support her family because her government pension was inadequate. She was a great success as a public speaker, particularly because she wore her uniform and performed military drills. It was Paul Revere who interceded with the government on her behalf, and her pension was increased. A liberty ship bearing the name Deborah Gannett was christened in 1944.

McCauley: "Molly Pitcher" May Ludwig Hayes McCauley (1754-1803) served as a domestic until her marriage to barber, John Hayes. When Hayes became a gunner for the Revolutionary Army, she joined him in New Jersey where she performed camp-follower chores. She got the nickname: Molly Pitcher", during the battle of Monmouth in 1778, when she carried water to the troops by pail and pitcher. When John was felled, either by bullet or the heat, she took his place at his cannon and fought to the end of the engagement. A "tobacco-chewing, hard swearing woman", she was good-natured and courageous. For her services, she was awarded an annuity for life by the Pennsylvania legislature.

Ludington: Night-Time-Ride. On April 26, 1777, an exhausted army messenger appeared at the Ludington house in Connecticut; he was enroute to get reinforcements to fight the British in Danbuty, Connecticut. As he could ride no longer, sixteen-year-old Sybil Ludington took her horse on the 40-mile, night-time ride to get help from the local militia. Because of her courage the British were driven back to their ships. A statue of Ludington (on horseback) stands in Carmel, New York.

Hart (1735-1830). Nancy Hart was big-boned, cross-eyed and tough. She hated the British. During the war she was a spy and strategist. Her famous caper was "Nancy Hart's dinner party". Five Tories, who had just shot a neighbor, forced their way into her home, demanding a meal. Nancy Hart fed them a turkey and plenty of whiskey, and while they were in a stupor, slid all but one of

their weapons through a hole in the cabin wall. She said she would kill anyone who moved, and backed her words by shooting the one who did. Her husband (having been summoned by their daughter) arrived and Nancy Hart pleaded that the Tories not be shot. She declared that shooting was too good for them. Consequently, they were all hanged.

Edmunds: (1841-1898). Of the estimated 400 women who served in the Union Army disguised as men, one of the most famous was Sarah Edmunds. Born in Canada, she left home under the name Franklin Thompson. Wearing men's clothing, she became a traveling salesman. She ended up in Michigan and when the war broke out, enlisted in the 2nd Michigan Regiment of Volunteer Infantry. Edmunds fought in the battles of Bull Run and Fredricksburg, and then retired.

She claimed that she left the army because her gender would have been discovered during an illness. Another story is that she deserted because she had fallen in love with a fellow soldier.

In later years, she married and wrote, Nurse and Spy in the Union Army, which sold 175,000 copies. When her military experience became known, she received a pension from the U.S Congress.

Tubman (1802-1913). Harriet Tubman, born a slave, was taken from her mother at age six. At nine she was a field hand, hauling wood and splitting rails. At thirteen, her skull was fractured when an overseer struck her on the head with a weight.

After marrying John Tubman, a free black, she escaped to

Philadelphia and she became a conductor of the underground railroad which coincided with the outbreak of the Civil War. In all, she made more than nineteen trips into Maryland to take slaves to Canada. Her ingenuity was considerable and she also became an invaluable tactician and spy to the Union Army.

All of these women, and many others, who fought or played vital roles in the world's wars, greatly contributed, to the cause of personal and/or national freedoms.

It appears that all of the women mentioned were just as courageous, brave, relentless and sometimes as driven as their male counterparts. They fought for love, family, hatred, patriotism, religion, power, and political beliefs. Certainly, their failures and successes were no more or no less, than the men in history who fought for some of the same reasons.

World War I

American women got official military status through the hospital door. During World War I, some 21,000 Military nurses saw active duty, but they did not hold military rank, nor did they receive pay or benefits equal to those of men in comparable position.

Women also filled many non-military jobs during the first World War. Masses of women obtained job training that they couldn't have gotten during peacetime. More than 100,000 women worked in munitions factories, as streetcar conductors, elevator operators and furnace stokers.

World War II

During World War II, the military realized it could not function efficiently without women. Manpower shortages in and out of the services led to a big push in the recruitment of women.

In 1942, the women's Army Auxiliary Corps (WACS) was founded. Positions held were rear-echelon jobs: accountants, clerks, draftswomen, telephone operators, chauffeurs, cooks, librarians, truck drivers, postal clerks and radio operators--all over the world. One such rear echelon worker was WAC Colonel Mary Agnes Holleran, who was decorated for ferrying a contingent of soldiers across the English Channel during the Normandy invasion.

The Navy's Women Accepted for Voluntary Emergency Service (WAVES)-Came into being in 1942. The name was a discrete invention of WAVE Commander Elizabeth Reynard. She stated, "I figure the word 'Emergency' will comfort the older admirals, because it implies that we're only a temporary crisis and won't be around for keeps". These women worked for the mail service and at Radio Washington, the nerve center of Navy communications during the war.

Female acronyms continued to multiply. SPARS (Semper Paratus) was the Coast Guard's name for its 18,000 women. Wams (Women Marines) numbered 22,000 during the war.

About 1,000 WASPS (Women's Air Force Service Pilot) were allowed to fly during WWII, but not in combat. Their jobs included: ferrying planes, training pilots and target towing.

After the War

The Women's Armed Services Integration Act was passed in 1948. It gave women permanent status in the regular Army, Navy, Air Force, and Marines. However, post-war military upper ranks continued to be filled by men only. Service women were still nurses or clerks. If they married, they were automatically discharged. Other restrictions included:

-enlisted women could not exceed 2 percent of total enlisted strength.

-female officers (excluding nurses) could not exceed 10 percent of female enlisted strength.

-in recruitment, no women under eighteen years of age could enlist and if under twenty-one years of age, she was required to have the written consent of her parents or guardian. In contrast, seventeen year old males could enlist and written consent was required only if they were under eighteen.

-career opportunities for women were circumscribed because none could serve in command positions or hold a permanent grade above Lieutenant Colonel (Commander in the Navy).

-one woman in each women's component could hold the rank of Colonel (Captain in the Navy) for four years but she had to revert to Lieutenant Colonel (Commander) upon completing that term.

-Dependency status was determined similar to that of men except that husbands had to demonstrate dependency. Children were not considered dependents unless the father was deceased or the mother provided child support.

The percentage of women in the military, including nurses, never reached the maximum authorization from 1948 to 1965. The percentage remained between 1.0 and 1.5 percent, averaging 1.2 percent (Binkin and Bach, 1977).

Women's Roles in the Sixties

Under the pressures from the expanding roles of women in the labor force and from the large manpower demands, due the Vietnam conflict, the Department of Defense established a task force in 1966 to reassess the role of women in the Armed Forces. Partly as a result of that study, several readjustments and changes were made:

-Provision by law that limited the career opportunities available to women officers were altered. First, they were allowed to hold permanent grades up through Colonel (Captain) and to be appointed as general or flag officers. Secondly, removal of standing differences between men and women with respect to retirement provisions.

-2 percent limitation on female end-strength, which had been in effect since 1947, was rescinded. Nevertheless, women constituted less than 2 percent of total military strength for the remainder of the decade.

Women's Roles in the Seventies

With the decision to end the draft, the United States embarked on a venture unprecedented in any nation's history: to field a military force over two million strong relying solely on volunteers.

Although it appreciated the great uncertainties involved, the Department of Defense realized that it had to further expand the role of women. Early in 1972, a task force established by the Secretary of Defense set out to prepare contingency plans for increasing the use of women to offset possible shortages of male recruits after the end of the draft. Most notably:

-Allow the number of women to increase from 1.9 percent (45,000) to 5 percent (108,000).

-Women permitted to command organizations comprised of men and women.

-Women allowed to enter aviation training.

-Women allowed to enter military academies.

-Elimination of the policies that required the automatic discharge of pregnant women and those with minor dependents.

-Equalization of family entitlements for married service members.

-Allowing women access to a wider range of training opportunities

-over 80 percent of specialties were opened to women.

-40 percent of all enlisted assigned to scientific, technical or blue-collar labor specialties could be female.

Women's Roles in the Eighties

Women in today's military have made great inroads and some are inching into top military rank. The opportunities for women, today and beyond can be as unlimited as the resources of the world or as restrictive as laws and regulations allow.

Representative Beverly B. Byron introduced a bill on December 17, 1987, that could force all of the services to open combat support jobs to women for a two-year test. In addition, other legislation has been introduced in both the House and Senate that could broaden the assignment of women in branches of the military.

Many agencies, agents, appointees and the like are applying pressure upon higher ranking military officers to integrate women into combat roles.

NATO's committee, which reports annually on the status of women in alliance, revealed the following: (Enloe, 1983)

Belgium (1981)

-Women are 5.8 percent of total armed forces

-Women soldiers have rights to maternity leave

-There are no legal prohibitions against women serving in any military posts, including combat.

Canada (1981)

-Women are 7.9 percent of the regular force: 20.2 percent of the reserves

-Women have rights to maternity leave

-government policy prohibits employment of women in combat and duty at sea, however, women are utilized in near-combat unit

Denmark (1981)

-Women are 1.6 percent of Danish forces

-Women are not allowed to serve in combat roles

-Women have rights to maternity leave

France (1981)

-Its forces are not formally integrated into NATO, but it has 15,000 women serving in all three branches, comprising just under 3 percent of the total force; men are conscripted, women serve voluntarily

Federal Republic of Germany (1981)

-As of May 1981, there were a mere 60 uniformed women; all were medical officers

-All women are volunteers

-The post-second World War Constitution limits compulsory service to men, but states that, on no account, may women

volunteers serve with weapons (radar, electronic weapons, supply and logistics)

Greece (1981)

-Approximately 142 women serving as "volunteer conscripts"

-Women must be high school graduates and unmarried

-Women are excluded from combat

Italy

-Male conscription reported

-No women reported

Luxemburg

-Military service voluntary

-No women reported

The Netherlands (1981)

-Women represent 1 percent of the total armed forces

-Women serve on voluntary basis

-Though by law women are not excluded from any military roles, in practice women are excluded on grounds of physical strength and "privacy" from certain posts.

Norway (1980)

-Women comprise 0.5 percent of the armed forces, with a

future goal set at 5 percent

-Women serve on a voluntary basis

-Women are excluded from combat units but receive weapons training and may serve in administrative positions in anti-aircraft missile units

-Women have rights to maternity leave

Portugal (1981)

-Women serve as military nurses

Turkey (1981)

-Women serve only as officers, on a voluntary basis

-Women serve in pilot support services, administration, medical care and engineering

United Kingdom

-Women comprise approximately 4.8 percent of the total armed forces

-Most women are members of distinct women's units

United States

-Women comprise 9.0 percent of active total force; 7.2 percent of the Coast Guard force.

-Women are integrated with men in each service

-Specific jobs are closed to women

-Women are excluded from combat

-Women have the right to maternity leave

-Women serve on a voluntary basis (All Hands, 1988 and Proceedings, 1988)

Today, Navy women serve as Executive Officers of Repair Ships, are qualified for command at sea, serve as major project officers, as Commanding Officer's and in many other capacities, except those directly related to combat.

History has recorded the efforts of some of the extraordinary women warriors of the past. Review of these case histories reveal that these women were not the norm and were few in number, as compared to the overall population of women. Many disguised themselves as men in order to be soldiers so their impact, interaction and effect on male counterparts during combat, cannot be accurately measured.

Currently many agencies, agents, appointees and the like are applying pressure upon higher ranking military officers to integrate women into combat roles. It will be interesting to note what this survey of retirees and active duty women and men reveal on this issue. Are military women in as ardent a pursuit of combat roles as some factions suggest?

CHAPTER III

Methodology

This study was designed to identify the attitudes feelings and opinions of veterans of war (Navy and Marine Corps) and active duty, Navy men and women on the question: Women in Combat?

It was hypothesized that:

-The majority of the male respondents would view women as capable as men, in reference to war-fighting, but would be strongly against assigning women to combat roles.

-The majority of female respondents would be in favor of assigning women to combat roles.

-Female and male subordinates would view male leadership more positively than female leadership.

-Retired Veterans of war would be more favorable, in comparison to their active duty counterparts, toward assigning women to combat.

-Men and women Christians would be strongly opposed to women in combat, based on Biblical proclamation.

-The majority of active duty male and female respondents would not have volunteered for military service during a conflict/war in which their participation would be required.

Sample

This study was conducted in San Diego and Long Beach, California, in June 1988. All retirees, veterans of war, were from the Korean and/or Vietnam arenas and included Navy and Marine Corps respondents. Active duty men and women were all members of the United States Navy and were from pay grades Seaman Recruit (E-1) to Captain (O-6).

Data Acquisition

The measuring device utilized for this study was a fire part questionnaire. Participants were told to respond anonymously, but that results of the study would be furnished if requested.

All parts of the questionnaire were developed by the investigator, who utilized information gathered from numerous informal conversations and interviews of military retirees, family services center counselors and active duty Navy and Marine Corps men and women on the subject.

The five parts of the questionnaire consisted of: I Personal/Background Data; II Work Experience with Women including shipboard assignment; III Perceptions of Active Duty Women; IV Descriptors of Active Duty Women and Men, and V Korea and/or Vietnam Combat Experience.

Part I, Personal Data, covered demographics and background

characteristics of respondents. Twelve questions were asked concerning the respondents branch of service; duty status; pay grade; years of service and military career intentions; gender; age; race; marital status; number of dependent children and their ages; community; Korea and/or Vietnam combat experience; and whether or not respondents would have volunteered for military service if his/her participation in conflict/war would have been required soon after induction. The latter asked for a yes or no answer only.

Part II, Work Experience with Women. The fifteen questions in this section covered respondents actual professional experience with female civilian and military contemporaries; supervisors and subordinates; deployments on ships which had both men and women assigned; and effects of the presence of the opposite sex on respondents performance when engaged in high contact and/or competitive sports/activities. Specifically, work experience questions (numbers 1 to 5) were three-part questions which asked for yes or no responses for work experience with women in categories mentioned; time (in years) of this work experience: and short description/impression of the female worker in question.

Question 6, a two-part question, asked respondents if he/she had ever been assigned to a ship in which women were assigned and for how long.

Question 7 was for "men only" and asked respondents to list their most prevalent thoughts/actions during deployments with

women on board as opposed to thoughts/ actions during deployments on ships that had no women assigned.

Question 8, "for women only", asked respondents to list their most prevalent thoughts/feelings during deployments. They were asked to list these in relation to having nearly three times the number of men onboard.

Question 9 asked respondents about the effects of the opposite sex on his/her performance when engaged in activities, such as: high contact or competitive sports. Responses to Question 9 were given as: performance greatly improves; performance improves little; performance diminishes; performance greatly declines; and no effect.

Part III, Perceptions of Active Duty Women, consisted of fifteen questions. The respondents were asked to evaluate statements (1 thru 12) by circling the response that best correlated to his/her own position. The responses were listed as: (1) strongly agree, (2)agree, (3) neutral, (4) disagree, or (5) strongly disagree. Question 13 asked respondents to share his/her preference for male or female leadership (supervision). Question 14 asked respondents to list self-initiated, physical fitness program, if any, and Question 15 listed yes or no responses to the inquiry: have you ever lived in a co-ed setting, other than immediate family situation, in which you have had to share living spaces, including bathrooms, with the opposite sex?

Part IV, Descriptors of Navy Men and Women. Respondents were given the same list of adjectives that might describe the military men and women with whom they had come in contact. They were asked to circle those words that reflected their predominant impressions. Blank spaces were provided for words that may not have been listed.

Part V, Korea and/or Vietnam Combat Experience. This section was reserved for those respondents who had been engaged in actual combat in Korea or Vietnam only. Eleven questions were asked in this section. Respondents was asked to fill in the blanks and/or check appropriate spaces. Question 1 asked for location and length (in months) of combat experience. Question 2 asked respondents to list the "most" difficult aspect of combat. Question 3 listed a yes, no or uncertain response to whether or not respondents had ever killed/wounded women and/or children while engaged in combat. Question 4 asked respondents if they had ever confronted enemy, female soldiers and if so, to describe initial reactions and affect on response time. Question 5 asked respondents about his participation and/or observation of sexual activity including rape, in or around combat zones. Question 6 asked veterans about the likelihood of sexual activity, including rape, of American troops if women were assigned to those units. Question 7 asked respondents to list any life-threatening ailments suffered as a result of combat and Questions 8 and 9 asked respondents to list those traits, normally observable in

women, that would enhance or detract from a woman's suitability for combat roles. Question 10 asked respondents to check or write-in all areas in which they felt women capable of fighting. The final question, number 11, asked respondents to list any action that he would take to settle the women in combat question.

For further information, refer to the questionnaire in the appendix.

Generalizability

The results of this study are not generalizable beyond this group of men and women due to the following limitations and biases:

1. The number of men and women in this study (a total of one hundred and fifty-five) though closely proportionate, is only representative of the opinions of those individuals and may not be reflective of the consensus of Naval personnel worldwide. All respondents were in the San Diego or Long Beach area and represented categories as follows:

-Active Duty, Navy males E-1 to E-3	38 Ship
-Active Duty, Navy males E-4 to E-6	61 Ship
-Active Duty, Navy males E-7 to E-9	9 Ship
-Active Duty, Navy males W-1 to W-4	1 Ship
-Active Duty, Navy males O-1 to O-6	12 Ship
	1 Airsta

-Retirees Navy/Marine E-6 to O-5	8 Veterans
-Active Duty, Navy females E-1 to E-3	3 Ship
	1 Airsta
-Active Duty, Navy females E-4 to E-6	8 Ship
	3 Navsta
-Active Duty, Navy females E-7 to E-9	2 Ship
	2 Airsta
-Active Duty, Navy females O-1 to O-5	2 Ship
	3 Airsta
	3 Navsta

2. The findings of this study might have been affected by a less than 100 percent return of questionnaires.

3. There is no way to determine how accurate or honest respondents were in answering questionnaire items.

4. Findings of this study may have been affected by CNO directed sexual harassment prevention training that was being conducted (Navy-wide) during same time period as questionnaire distribution.

Procedure

The procedure consisted of two phases. The first phase, information gathering, lasted from 13 April to 30 June 1988. Questionnaires were delivered to one submarine tender in the

San Diego area; one surface ship in the Long Beach area; and shore facilities at a Naval Station (Navsta) and Naval Air Station (Airsta) both in the San Diego area.

In the second phase, data were assessed and subjected to analysis. Items deemed vital to analysis of the women in combat issue were:

-Work experience of respondents with women subordinates and supervisors.

-Whether respondents preferred working for men or women.

-Whether or not women and men felt women capable of the rigors of war.

-Career intentions of respondents.

-How respondents assessed the capabilities of military women with whom they had come in contact.

-Whether or not men or women would have volunteered for service if their participation in an armed conflict would have been required shortly following induction.

Chapter IV

Results

One hundred and seventy questionnaires were distributed and one hundred and fifty-five were completed, for a return rate of 91 percent. The 9 percent failure to return rate was from the retired community. There was a 100 percent return rate of questionnaires from active duty personnel.

Demographics

Responses to demographics and background information are shown on Table 1.

The number of questionnaires distributed and percentages, by Paygrade, are listed below:

a. Female respondents 27 questionnaires 15% E-1 to E-3
40% E-4 to E-6
15% E-7 to E-9
30% O-1 to O-5

There were no responses from retired female personnel.

b. Male respondents 128 questionnaires 28% E-1 to E-3
48% E-4 to E-6
7% E-7 to E-9
1% W-1 to W-4
9% O-1 to O-5
1% O-6
6% Retirees

See figure 1 for participation by ethnicity and Paygrade.

Table 1

Demographic

ITEM	NUMBER #	PERCENT %
Branch of Service		
U.S. NAVY	148	95
U.S. MARINE	7	5
DUTY STATUS		
ACTIVE DUTY	147	94
RETIRED	8	6
RESERVE	0	0
PAYGRADE		
E-1 to E-3	42	27
E-4 to E-6	73	47
E-7 to E-9	17	10
W-1 to W-4	1	1
O-1 to O-5	21	14
O-6 and above	1	1
MILITARY CAREER INTENTIONS		
YES	43	28
NO	39	25

Table 1 continued

Demographics

ITEM	NUMBER #	PERCENT %
UNCERTAIN	65	42
RETIREES	8	5
YEARS OF SERVICE		
1 and under	20	13
2 to 3	32	21
4 to 6	48	30
7 to 10	18	12
11 to 15	13	8
16 to 20	20	13
21 and over	4	3
GENDER (SEX)		
MALE	128	83
FEMALE	27	17
AGE		
18-20	28	18

Table 1 continued

Demographics

ITEM	NUMBER #	PERCENT %
21-25	63	40
26-30	26	17
31-35	18	12
36-40	12	8
41-45	5	3
46-50	2	1
51- over	1	1
RACE		
CAUCASIAN	112	72
BLACK	18	12
HISPANIC	15	10
ASIAN	4	2
FILIPINO	5	3
INDIAN	1	1
OTHER	0	0

Table 1 continued

Demographics

ITEM	NUMBER #	PERCENT %
MARITAL STATUS		
SINGLE (never married)	63	41
MARRIED	75	48
SEPARATED	1	1
DIVORCED	16	10
NUMBER OF DEPENDENT CHILDREN BY PAYGRADE		
E-1 to E-3	16	13
E-4 to E-6	65	52
E-7 to E-9	20	21
W-1 to W-4	3	2
O-1 to O-5	14	11
O-6 and above	2	1

Table 1 continued

Demographics

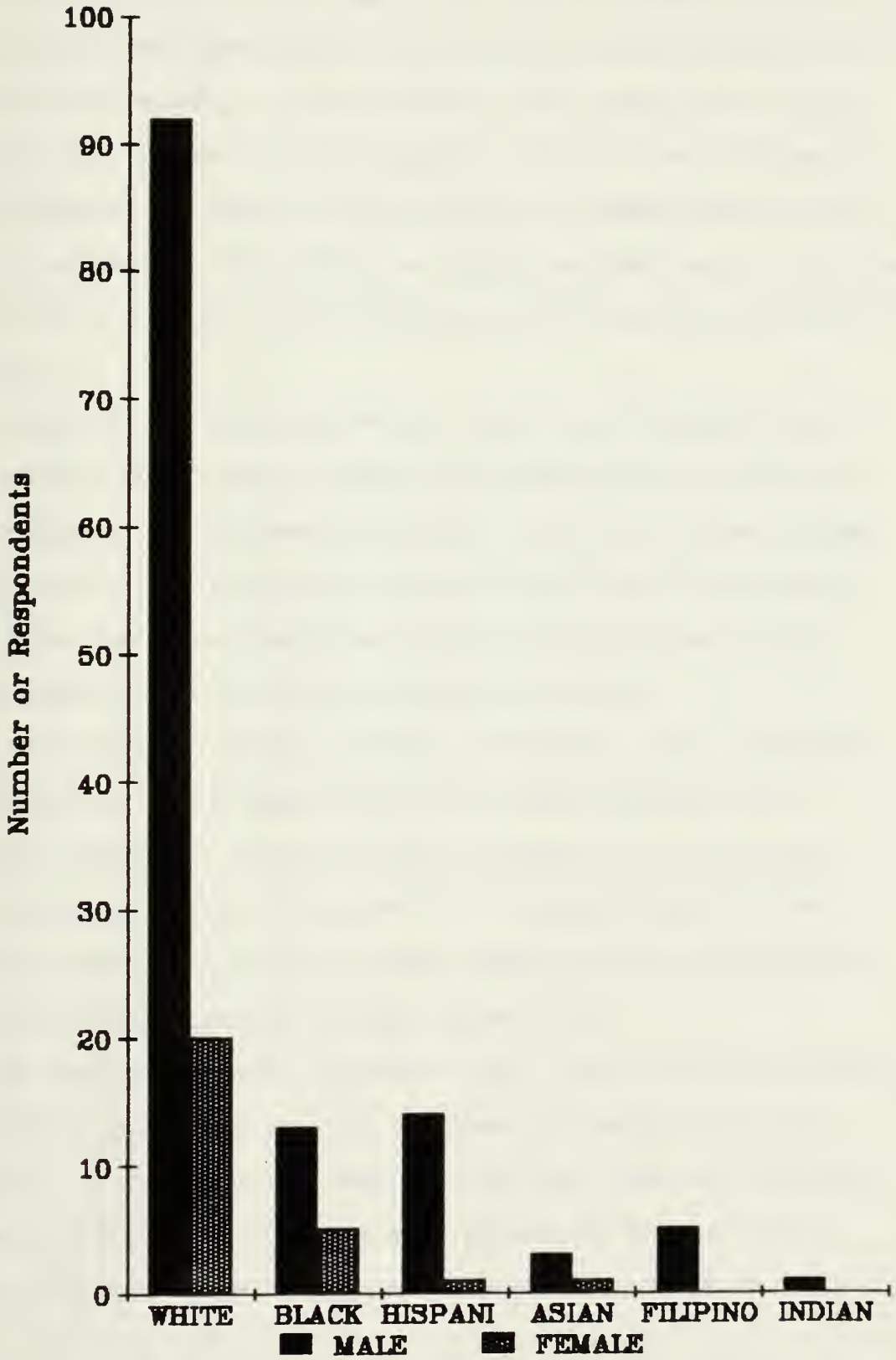
ITEM	NUMBER #	PERCENT %
AGES OF CHILDREN		
1 and	9	8
2-4	40	36
5-6	23	21
7-9	11	10
10-12	8	7
13-15	12	11
16-18	8	7
COMMUNITY		
AIR SQUADRON	1	1
SHORE FACILITY	21	13
SPECIAL FORCES	0	0
SUBMARINE	0	0
SURFACE SHIP	126	81
male	118	94
female	8	6
INFANTRY	7	5

Table 1 continued

Demographics

ITEM	NUMBER #	PERCENT %
COMBAT EXPERIENCE		
Active Duty Males		
E-4 to E-6	1 (Vietnam)	1
E-7 to E-9	4 (Vietnam)	3
Retirees-males		
E-7 to E-9	7 (Kor/Viet)	5
O-1 to O-5	1 (Vietnam)	1
WILLINGNESS TO VOLUNTEER DURING CONFLICT/WAR		
Males		
yes	39	30
no	89	70
Females		
yes	4	15
no	23	85

FIGURE 1
ETHNICITY/GENDER



Women warriors of the past were rarely married and there is little mention of whether most had children. Conversely, of the 27 women in this study, 17 were married; 8 were single; and 2 were divorced. But of the total 120 children, only 13 were children of the 27 females surveyed. Of the 17 married, female respondents: 16 were married to active duty or retired military men. Only 1 was married to a civilian. The two divorcees had also been married to civilians.

Among the 27 women surveyed, there were 2 single parents with 1 and 3 child families. These two women did "write-in" that they'd experienced extreme difficulties with child-rearing, largely due to long hours (frequent overnight duty); lack of affordable child care; and separation from children during at-sea periods that ranged from a few days to over six months.

The ethnicity/gender results, see figure 1, has relevance for females of color. Some believe that Black soldiers were exploited during the Vietnam conflict. During the late Sixties, Blacks made up nearly 10 percent of the entire United States forces in Vietnam, but their number along front-line fighting was more than double that percentage (Miller, 1969).

If women are placed in combat roles, there would be serious implications for racial minority families. As Vietnam dictated, there is a high probability that many of the women selected for combat would be from ethic minority groups. In addition, many Vietnam veterans were from lower economic families which also

implies that many or the non-Whites selected to fight would be from families who earn less than those of America's middle class.

When asked if he/she would be willing to volunteer for military service during a period of conflict/war in which his/her participation would be required, respondents answered as follows:

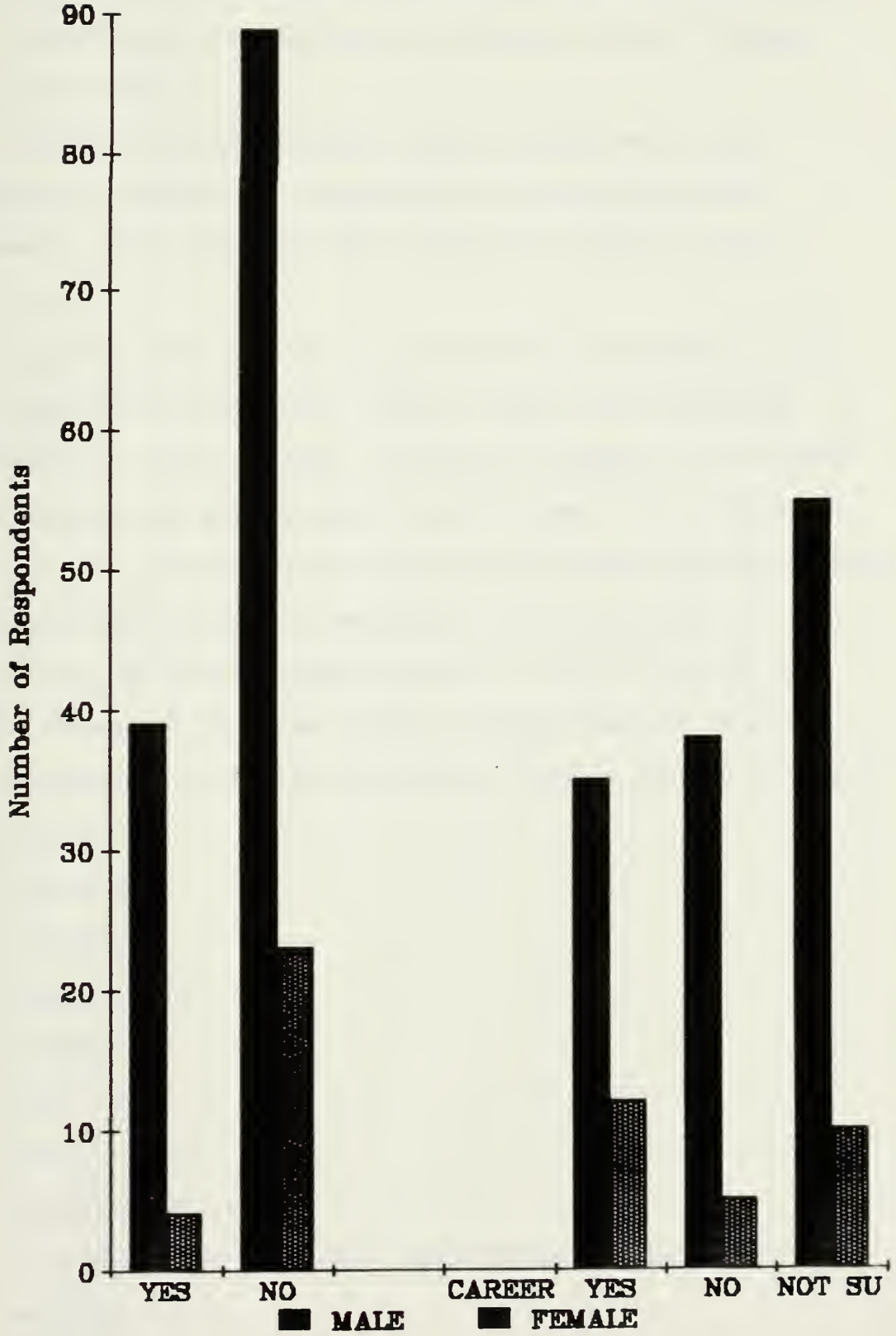
Males	Number	Percentage
E-1 to O-6		
yes	39	30
no	89	70
Career Intentions males		
yes	35	27
no	38	30
uncertain	55	43
Females		
E-1 to O-5		
yes	4	15
no	23	85
Career Intentions females		
yes	12	44
no	5	19
uncertain	10	37

In 1978, a national study of civilian women ages, 18-25, was conducted by the Navy Personnel Research and Development Center at San Diego, California. The study reported that 10% of the women surveyed would have been willing to join the Navy under combat conditions. The number, though from different populations, appears to have increased toward a willingness among women for military service that would include combat participation. This survey showed a percentage of 15% which is an increase of 5% from 1978. Since the 1978 survey was conducted country-wide, it is conceivable that some of those surveyed actually did volunteer for service and may have participated in this study as well.

It is also interesting to note that a larger percentage of females, (40%) as compared to males(26%), was interested in the military as a career (See figure 2). This factor may be an indication of job satisfaction/dissatisfaction, however.

A study on dual military couples in the Navy (Johnson, 1987), indicated that 82 percent of the military women surveyed were satisfied with their jobs while only 68 percent of the military men surveyed were experiencing job satisfaction. The major job-dissatisfaction identified was shipboard assignment which is usually synonymous with frequent family separation. Therefore, it is logical to project that increased assignment of women to ships would result in a similar job dissatisfaction percentage among women, as well. This action would probably result in lower retention of women. Lower retention among women versus men

FIGURE 2
WILLINGNESS DURING CONFLICT/WAR



because the Johnson study also indicated that women were more likely than men to put children and spouses ahead of careers, even in the 1980's.

Another probable scenario would be that men would experience increased job satisfaction if arduous sea-duty assignments were more equitably shared with service women.

Part II of the questionnaire dealt with: respondents work experiences with civilian and military women and respondents impressions of these workers; prevalent thoughts and activities during deployments with a mixed (men and women) crew; and the effect of the presence of the opposite sex when respondents were engaged in high contact or competitive sports/activities.

Of the 128 male respondents 104, or 81%, had worked with civilian women and the mean number of years was 3.3. The most common responses in regard to civilian female contemporaries are listed below:

-competent

-friendly

-hard-working

-helpful

-kind

-nice

-professional

-not interested in career, work represents springboard for marriage.

-flirtatious

Of the 27 female respondents 24, or 89%, had worked with civilian women and the mean number of years was 5. Female respondents described civilian female contemporaries as:

-lazy
-lacking initiative
-unwilling to perform duties not specifically listed in job description.
-not as dedicated as military women.

Question 2 asked respondents if he/she had ever supervised civilian females workers. Results follow:

Of the 128 males surveyed 53, or 41%, had been supervised by a civilian female. The mean number of years reported was 3.2. Most frequently listed impressions follow:

-emotional
-manipulative
-inconsistent in performance of duties

19 or 70% of the 27 female respondents had supervised civilian females. Mean number of years was 2. Military women ranked their civilian female subordinates as:

-Doing as little as possible to get by

-Disrespectful

-Conscientious

-Professional

-Unconcerned with advancement

-Disloyal

In Question 3, Respondents were asked if he/she had ever worked with uniformed women as contemporaries (counterparts). Results follow:

Male respondents 54 or 42%	yes
mean number of years	4
Female respondents 26 or 96%	yes
mean number of years	7

The most noted impressions of female uniformed women were very similar among men and women respondents. The list was extremely positive, which indicates that there was a tremendous respect among contemporaries. See the following:

-Dedicated

-Professional

-Take pride in work

-Very positive

-Efficient

Question 4 asked whether respondents had ever supervised uniformed women. Replies were:

Male respondents 27 or 21%	yes
mean number of years	3.5
Female respondents 21 or 77%	yes
mean number of years	5.6

Male respondents viewed female subordinates much more positively than did female respondents.

Male impressions of female subordinates:

-Hard-working

-Intelligent

-Inquisitive

-Concerned with doing a good job

Female impressions of female subordinates:

-Lack luster performance

-Requires close supervision

-Manipulative

-Poor analytical ability

-Lack of good judgement

-impressive

-reliable

In response to Question 5, Only 30 or 23%, of the 128 male

respondents had been supervised by military women. Mean number of years was 1.4. Again, the male respondents were very positive toward females. They described their female supervisors as professional, highly competent, good leaders and very responsible.

Twenty-two or 81% of the women surveyed had been supervised by uniformed women. Mean number of years was 2.5.

These women were just as critical of female supervisors as female supervisors had been of female subordinate. (see results of question 4, this section). Responses were largely negative. Samples of most poignant comments are listed below:

-Power hungry

-Overcompensation-man-like

-Demanding

-Overly aggressive

-Effective, but looks out for self versus group

-Feels threatened by female subordinate based on personal appearance.

-It's a "cat" fight.

Comments show strong evidence of insecurity and competition on an individual versus group basis, coupled with unhealthy transference on the part of female supervisors.

Question 6: Respondents were asked if he/she had ever been deployed on a ship in which women were assigned and if so, for how long.

Only 7 or 5% of the 128 male respondents had been deployed on a ship in which were women assigned and the average length of their deployments was 6 months, not including short term at-sea periods.

Eight of the 27 females (30%) had been deployed on a ship in which both men and women were assigned. The average length of their deployment was also 6 months, not including short term at-sea periods.

Question 7: Most prevalent thoughts/actions expressed by the 7 male respondents who had been deployed with women were listed as follows:

-I was happier

-Women worked as hard as men

-I liked having honeys onboard

-Everyone, man or woman, did his/her job. A sailor is a sailor

-"female" sailors do a great job

In response to Question 8, Female respondents listed the following as their most prevalent thoughts while deployed with men:

-I felt irritated and frustrated

-There was an extreme lack of privacy and I hated sharing a living space with 85 other females.

-I worried about whether or not I would be accepted

-A lot of men tended to forget that they were married when the ship left the pier.

-I loved being at-sea; It's what the Navy is all about.

-Men are sometimes better companions than women. I truly like being part of a the crew.

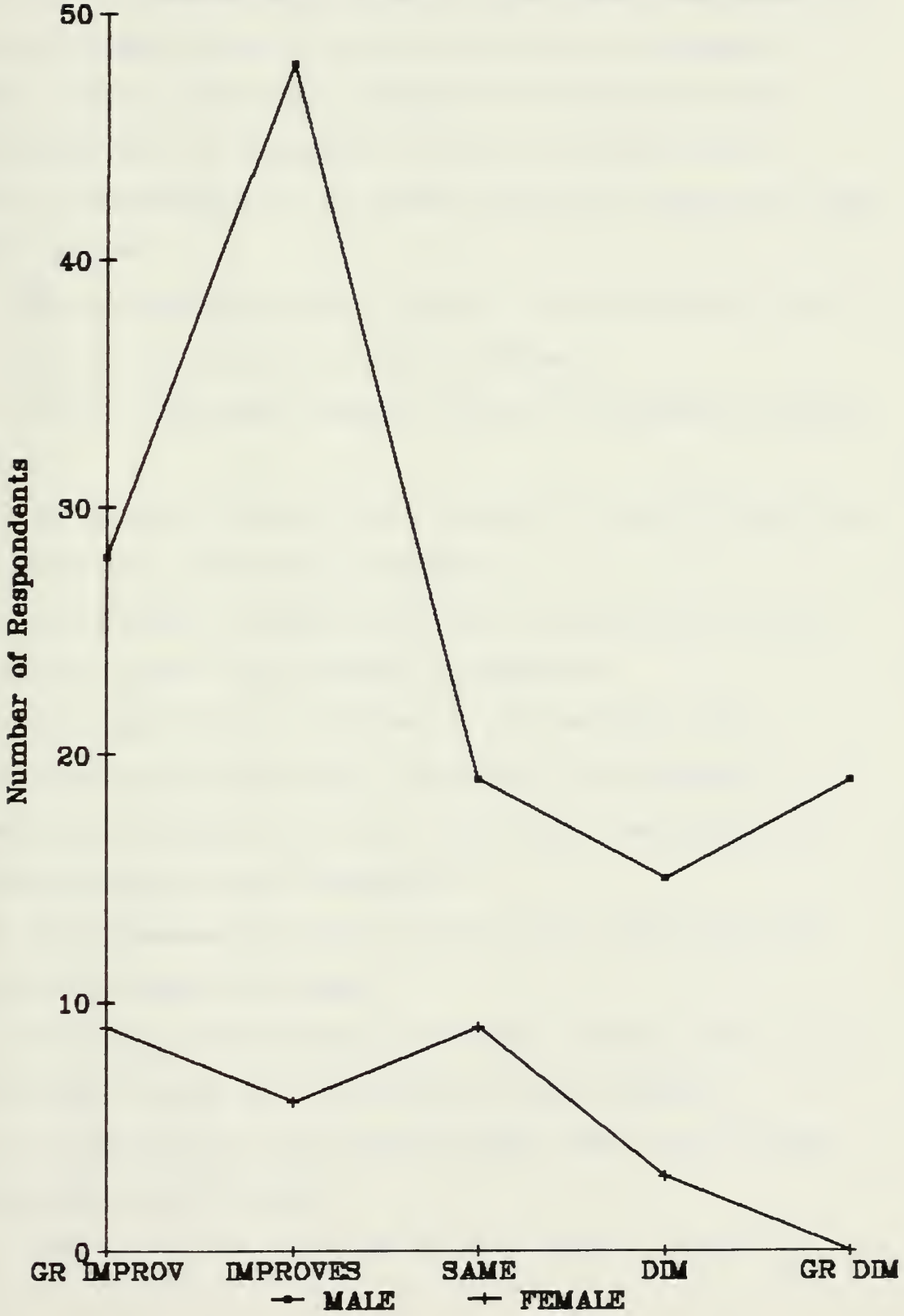
From data collected, there does not appear to be any evidence of genuine skill deficiency among women assigned to shipboard or at-sea duty. There is evidence however, of social immaturity among many of those surveyed, which is likely to complicate and detract from total team building efforts. It can be deduced that human relations and problem solving skills should be implemented, in addition to job-related, technical training.

Question 9: When asked to rate the effect of the opposite sex on respondent's performance while he/she is engaged in high contact or competitive sports/activities, respondents replied as follows:

<u>Males</u>		
-performance greatly improves	27	21%
-performance improves little	48	37%
-performance diminishes	15	12%
-performance greatly declines	19	15%
-no effect	19	15%
<u>Females</u>		
-performance greatly improves	9	33%
-performance improves little	6	22%
-performance diminishes	3	12%
-performance greatly declines	0	0%
-no effect	9	33%

(See figure 3).

FIGURE 3
PERFORMANCE WHEN OTHER SEX IS PRESENT



Part III consisted of 12 questions that asked respondents to circle (1) strongly agree; (2) agree; (3) neutral; (4) disagree;or (5) strongly disagree, regarding statements that reflected their attitudes/opinions on assignment of women to combat roles. A summary of the findings, which reflect prevailing opinions for each question follows:

1. 51% of respondents were neutral on the statement that women were too emotional for combat assignment.

2. 43% of respondents agreed that men are physical superior to women.

3. 41% disagreed that it was a mistake to accept women into the armed forces, 27% strongly disagreed.

4. 40% strongly disagreed that Navy women should join the Coast Guard if they want shipboard assignments.

5. 26% agreed that women take up all desirable shore billets, thereby depriving them to Navy men. One respondent commented that civilians, not Navy women, were responsible for occupying desirable shore assignments.

6. 40% disagreed that Navy men are more professional and better trained than Navy women.

7. 38% agreed that military men merely tolerate but do not accept military women. 27% was neutral on this question.

8. 41% disagreed to "all" female combat units. 29% strongly disagreed with the statement.

9. 42% agreed that they had been adequately trained for combat.

10. 41% was neutral to the statement that military women are discriminated against. 27% disagreed.

11. 41% agreed that military women are given special consideration solely based on gender. 28% was neutral.

12. 41% agreed that they felt more of a need to preserve self-image when in the company or the opposite sex. 30% was neutral(See Table 2).

TABLE 2

RESPONSES TO STATEMENTS ON ASSIGNMENT OF WOMEN TO COMBAT ROLES

ITEM #	TOTAL ANSWERED	STRONGLY AGREE		AGREE		NEUTRAL		DISAGREE		STRONGLY DISAGREE	
		#	%	#	%	#	%	#	%	#	%
1	155	19	12	49	32	51	33	29	18	7	4
2	155	31	20	67	43	29	19	18	12	10	6
3	155	8	5	7	4	34	22	64	41	42	27
4	155	9	6	17	11	30	19	63	40	36	23
5	155	38	24	40	26	33	21	26	17	18	12
6	155	3	2	18	12	35	22	63	40	36	23
7	155	10	6	60	38	42	27	34	22	9	6
8	155	3	2	21	13	23	15	63	41	45	29
9	155	21	13	66	42	27	17	27	17	14	9
10	155	15	10	24	15	64	41	42	27	10	6
11	155	16	10	64	41	43	28	23	15	9	6
12	155	12	8	64	41	47	30	29	19	3	2

NOTE: Percentages do not always equal 100 due to rounding.

Question 13, Part II asked respondents if he/she preferred to work for a man or woman, or either. The results, which are listed below, indicated that men, even though they responded more positively toward supervisors and contemporaries, preferred to work for other men. Female respondents indicated, more overwhelmingly that they preferred working for men versus women.

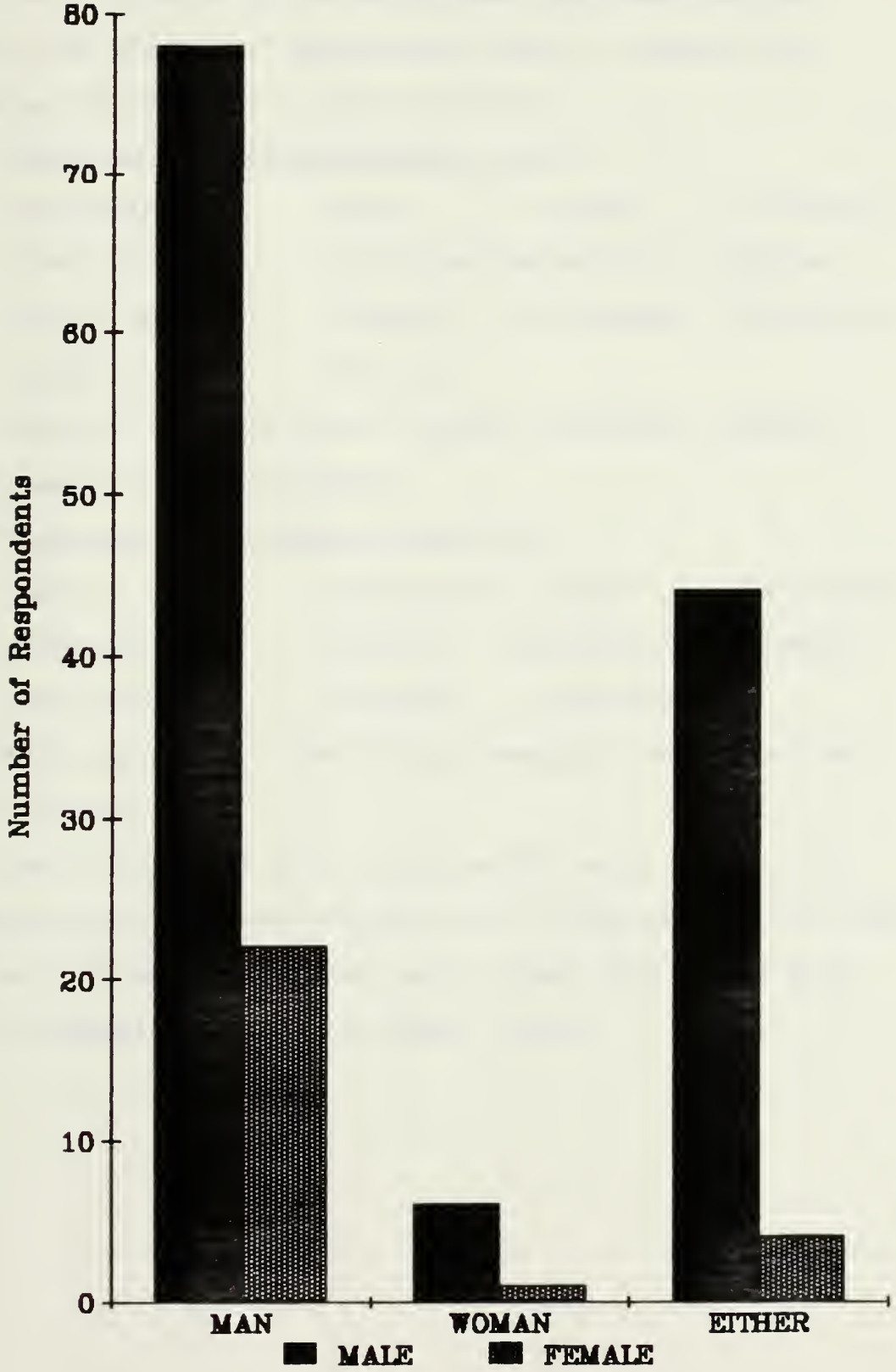
	Leadership Preference		
	man	woman	either
Male Respondents	61%	5%	34%
Female Respondents	82%	5%	13%

(See figure 4).

In answering question 14, of 85% males and females reported that they were engaged in a self-initiated physical fitness program. The most prevalent theme for these programs involved: cycling, jogging, walking, weight lifting, swimming, hiking (back packing) and aerobic dancing. It is highly likely that pleasant climate and positive attitude toward fitness in the San Diego/Long Beach areas were significant factors contributing to this particular statistic.

The social immaturity eluded to, following question 8, may be explained by the results of question 15, which asked if respondents had ever lived in a co-ed setting outside of his/her home situation. 73% or 93 of the 128 male respondents and 62% or 17 of the 27 female respondents had not lived in co-ed settings prior to military service.

FIGURE 4
PREFERENCE FOR MALE/FEMALE LEADERSHIP



Part IV,given a list of adjectives that could describe military men and women, respondents circled or wrote-in the following adjectives, over 80% of the time:

Responses in describing military women

-Aggressive Calm Capable Confused

-Hard-working Intelligent Manipulative Talented

-Overly emotional Pleasant Professional Vindicative

-Under-utilized Scheming

Write-ins included: catty, covetous, demanding, insecure, power-hungry and uncooperative.

Responses in describing military men

-Abusive Aggressive Capable Hard-working

-Intelligent Limited Manipulative Organized

-Over-worked Pleasant Professional

Write-ins included: controlling, demanding, emotionless and power-wielding.

Part V consisted of 11 questions that were reserved for veterans of Korea and/or Vietnam only. Of this group, 8 were male retirees, 1 Navy and 7 Marines, and 5 were Navy active duty males. Responses are listed in Table 3 below:

TABLE 3

Responses from Veterans of Korea and Vietnam

1. Location of Combat activity	Number	Average Length of tour
Korea	1	22 months
Vietnam	12	18 months

2. The most difficult aspects of Combat were listed as:

-Being shut at

-Fatigue

-Fear

-Long hours in the field

-Mental Preparation

-Lost of Emotion

-Not knowing what was going on (confusion)

-Hearing the sound of gunfire

-Smells of war

-Sight of mangled human bodies

-Waiting

-Watching buddies die

3. -Only 1 of the 13 veterans responded "yes" to having killed/wounded enemy women or children while engaged in combat. The one veteran who had, reported that he was unaware at first that it was a woman (combat dress).

4. His initial response was no different than that upon confronting male enemy soldiers. Therefore, his reaction time was unaffected. All other veterans reported that they may have killed

Table 3 continued

or wounded women/children but were not certain of this fact. Additionally, others reported that an enemy is an enemy, gender does not matter when the situation is kill or be killed.

5. The veterans were asked in question 5, if they had witnessed or participated in sexual activity, including rapes, with female soldiers or civilians as part of the combat experience. All veterans (13), answered yes, but qualified with the statement that these activities did not occur in the field. Most of the instances occurred during liberty hours and raiding of villages.

6. When asked, about the probability of such sexual activity with American females who might be assigned to combat units, the veterans responded (unanimously) that these same activities would be highly probable. No doubt, such activity would complicate an already stressful environment and add additional measures of volatility and competition among same-team members.

7. Question 7 asked veterans if the combat experience resulted in any long term physical of emotional illness. 8 or 62% of the veterans had been wounded, but none totally disabled. 6 or 46% are recovering alcoholics.

8. Questions 8 and 9 asked veterans to list those behaviors/characteristics that make women suitable for combat. The responses follow:

Table 3 continued

Suitability Characteristics

-Calmness under pressure

-Mental toughness

-Adaptability

-Decision making ability

-Intelligence

-Tenacity

-Thoroughness

9. Unsuitability Characteristics

-Fear

-Lack of stamina

-Physical weakness

-Hygiene needs

-Competition among each other for achievement, attention,men

10. Veterans were asked to list those categories in which women are capable of fighting. The areas selected are listed in the order of most selected to least selected:

-Air	43%
-Surface ship	20%
-Submarine	15%
-Hand to Hand	12%
-Special Forces	10%

Table 3 continued

11. When asked for recommendation in solving the women in combat question, 53%, of the veterans recommended training and assignment of women to combat units. The most interesting comments, for and against the issue, are listed below. It is interesting to note that veterans against were far more verbose than the veterans for:

-"No women in combat. A soldiers mind needs to be on the battle at all times"

-"Let them fight". "Women are just as capable of withstanding the rigors of war as men".

-"If I were back on active duty, I would chose to command an all female unit made up of women from low economic backgrounds and/or who had been in prison. I believe these women are the most resourceful, have learned to survive, are vicious, have learned to deal with fear, and are highly adaptable".

-"No women in combat. There is no Biblical bases for such an assignment".

-"Yes, let them fight. I know that they can, because I have fought with them for years."

-"No Women in Combat. Our cultural mores, Judeo-Christian socialization and ethics, preclude intentional risk of life of women and children".

Table 3 continued

-Women, though physically and perhaps psychologically suited for combat, represent (at least to the American male), a person who warrants protection. Therefore, my major concern is with the male reactions when female counterparts are threatened.

-"While women are tenacious, their tendency toward turning that tenacity to vindictiveness could erode unit cohesion and detract from bonding a "combat-team". Women seem to be far more competitive on an individual basis, rather than in team efforts".

Needless to say, some of the comments made were sarcastic in nature, but others reflected some serious thought. The investigator made a decision to include all statements because they seem to be the thoughts behind the study group's stance, which was largely evasive on the primary question at hand.

Chapter 5

Summary and Conclusions

Issues of comparable worth, Equal Rights Amendment and various advocacy groups have brought the women in combat issue to the fore-front of discussions throughout military communities and it could be said that political pressure has been applied to decide the question one way or the other. The complication is largely that, no matter what military leaders decide, constitutional law still prohibits assignment of women to combat units. Therefore, training for an assignment to combat units would be an exercise in futility, or experimentation, until such time that the Constitution is amended.

Participants in the study reached unanimity on only a few issues. For instance, men were much more positive in their description of female peers, subordinates and supervisors than were women, but their preference was for male versus female leadership. Ironically, the majority of women also expressed a preference for male versus female leadership. It appears that both men and women reflect the same socialization process, in spite of the women's claim, as per survey item, that they are as competent as males. Clearly, respondent's choices in leadership do not reflect the idea that men and women are equally qualified to lead.

Female juniors were particularly negative toward female seniors. Comments such as, "It's a cat fight: they are intimidated by juniors (based on personal attributes); they are more

demanding than men" etc., indicate that there may be a tremendous amount of transference on the part of senior women. In other word, female seniors may be perceived as more demanding of female juniors because of feelings that the junior's performance is a direct reflection of themselves of their own performance.

Junior women also expressed concern that senior women were not as supportive as senior men. This investigator experienced a situation during the course of conducting this study, that substantiates those claims. When two Executive Officers (one male and one female) of ships on which women were assigned were approached about distribution of questionnaires among their respective crews, the female executive officer replied "I'm sorry, I'd like to help, but we're to busy. I don't care to have the crew interrupted by extra work". The male executive officer replied "Of course, we'd be glad to help. We're awfully busy right now, and since we're preparing to get underway, it will be about a week before I can get the forms back to you". These of course are isolated incidents and cannot be applied to every situation, but the fact that it happened during the course of this investigation makes it significant in a very profound sense.

Veterans, 53%, were more in favor of assigning women to combat than any other group. Some of their reasoning, particularly the reference made to low-economic persons being more suitable for combat than others, may appear a bit out of date, but reflected opinions held by many during the Vietnam era.

Women were largely in favor of assigning females to combat units, but only 15% of the women surveyed reported that they would have volunteered for military service during a time of conflict. Conversely, almost fifty percent of the total number of women surveyed expressed a desired to make the military a career. The indication is that there are many interested in military careers, but not in "their" only "others" participation in war-fighting. Since many of the veterans of Vietnam were drafted, specifically for war-fighting, and released shortly after their Vietnam tours had ended, there is strong evidence for two distinct groups of service-members. Perhaps those interested in military careers are not the best suited for actual combat and those most willing to go into combat may not be the best suited for military careers.

Both men and women with strong religious beliefs, as expressed by "write-in" statements, were very much against the assignment of women to combat roles. As stated by those respondents and confirmed by the investigator, there is no Biblical reference for women to engage in military conflict.

Results also suggested that the military women surveyed are not very cohesive as a group. Women surveyed appeared to have been more heavily victimized, on the basis of their gender, by other women rather than by men. This fact strongly suggests, in the words of one respondent, that "women tend to compete on an individual, instead of on a group basis".

Reference to sexual improprieties, both on and off the battle-field, suggests that the military men and women surveyed (as a whole) may not be socially mature enough to work together in a close, stressful environment (such as combat units) without some emotional/physical attachments. Since these men and women are products of society, this statement may be reflective of the environment from which they came. More research, as to the emotional stability/maturity, of those who voluntary for military service would be advantageous.

This investigator believes that further research, on a larger population, would show that the majority of the military population is against assignment of women in combat roles and that socialization among men and women in the services has not progressed much beyond traditional male/female expectations. Resolution of these and other human relations concerns is a must if assignment of women to combat units is to be successful.

Chapter 6

Recommendations

Navy women are, without reservation, here to stay and as the roles of Navy women rapid expand, it is imperative that these roles be clearly defined and that both military men and women receive assistance in adopting proper work ethics within and outside of their respective groups. Recommendations include:

1. Provision of seminars and workshops, which include audience participation in the form of role-playing, case studies, brainstorming, and other problem solving techniques, on proper female/male interactions in the workplace. Training could take place on an as needed basis, but at least annually and conducted, at no cost, by such activities as family service centers.

2. Incorporation of general problem solving techniques (as they relate to the human elements) as part of the training packages (curriculum) of such training evolutions as boot camp, "A" and "C" schools, OCS, NROTC, department head school and the like.

3. Clear definition and development of specific guidelines for proper work behavior, including development of regulations that sharply define and set punitive measures for fraternization.

4. Requirement that each unit develop non-competitive, on-going team building project as part of it function.

5. Development of values clarification instruments so that military members might be made aware of the values to which they adhere. This would provide an avenue for self assessment which could lead to a positive change in behavior.

6. Sensitivity training on the victimization of women by women to develop supportive and productive attitudes among women toward other women in the organization.

7. Review of New Testament Epistles for the proper, concerted behavior for both men and women. Specifically, Titus 2-3:11.

This study uncovered information that revealed a serious lack of cohesion among military women that could severely hamper all efforts to introduce the group (in large numbers) into any unit that requires a high degree of cohesion. It would be in the best interest of all to first resolve the apparent lack of "female bonding" among service women before thought is given to an assignment such as combat, which requires one or the very skills that this particular group lacked.

Appendix

01 June 1988

To Whom It May Concern:

I am currently enrolled in the master's program in Education Administration (ETMS) at San Diego State University. My master's project is a study of the assignment of women to combat units.

Your participation in this study, which should only take 20 minutes of your time, would be greatly appreciated. Please answer all questions as accurately and honestly as possible.

A stamped, self-addressed envelope has been provided for return of questionnaires. It is requested that you forward completed forms by 15 June 1988.

It would be my pleasure to provide you with a copy of survey results, if you so indicate, by listing a complete mailing address or phone number.

Thank you,

K.F. KIRK

LT USN

WOMEN IN COMBAT?

This survey ask your reactions to the question, "Women in Combat?" Please answer each question, as accurately as possible, by either circling, checking or filling in the blanks. Although not required, Please feel free to sign your name and provide an address or phone number if you would like to be contacted about survey results.

PART I BACKGROUND INFORMATION:

1. Branch of Service _____

2. Duty Status Active Duty ____ Retired ____ Reserve ____

3. Paygrade E-1 to E-3 ___ W-1 to W-4 ___

E-4 to E-6 ___ O-1 to O-5 ___

E-7 to E-9 ___ O-6 and above ___

4. Years of Service ____

a. Career Intentions yes ___ no___ uncertain ___

5. Gender Male ___ Female ___

6. Age ___

7. Race: Caucasian ___ Black ___ Hispanic ___

Filipino ___ Asian ___ Indian ___

Other ___ (please specify)

8. Marital Status: Single (never married) ___ Separated ___

Married ___ Divorced ___

9. Number of Dependent Children ___

Girl(s) ___ Age(s) ___ ___ ___ ___

Boy(s) ___ Age(s) ___ ___ ___ ___

10. Community:

Air Squadron ___ Submarine ___ Other ___

Surface ship ___ Special Forces ___ (please specify)

11. Combat Experience

Korea ___ Number of months ___

Vietnam ___ Number of months ___

12. Would you have volunteered for military service if your participation in a conflict/war had been required soon after your induction? Please answer "yes" or "no" only.

yes ___ no ___

PART II. WORK EXPERIENCE WITH WOMEN

1. Have you ever worked with Civilian female contemporaries:

a. yes ___ no ___

b. If yes, for how many years ___

c. Impressions: _____ _____ _____

2. Have you ever supervised Civilian female workers?

a. yes ___ no ___

b. If yes, for how many years ___

c. Impressions _____ _____ _____

3. Have you ever worked with uniformed women (contemporaries)

a. yes ___ no ___

b. If yes, for how many years ___

c. Impressions _____ _____ _____

4. Have you ever supervised uniformed women?

a. yes ___ no ___

b. If yes, for how many years ___

c. Impressions _____ _____ _____

5. Have you ever been supervised by a uniform woman who was your senior?

   a. yes ___ no ___

   b. If yes, for how many years ___

   c. Impressions _____ _____ _____

6. Have you ever been deployed on a ship in which women were assigned?

   a. yes ___ no ___

   b. If yes, for how long?

   Less than 3 months ___ 4 to 6 months ___

   3 months ___ longer than 6 months ___

7. MEN ONLY: If you have been deployed on a ship in which women were assigned, what were your most prevalent thoughts/actions during that particular deployment as opposed to a deployment at sea without women on board?

   a._____ e._____

   b._____ f._____

   c._____ g._____

   d._____ h._____

8. WOMEN ONLY: If you have ever deployed on a vessel, what were your most prevalent thoughts/feelings during the deployment (in relation to having men on board):

   a._____ e._____

   b._____ f._____

   c._____ g._____

   d._____ h._____

9. What effect does the opposite sex have on your performance, while you are engaged in high contact or competitive sports/athletics?

Performance greatly improves ___

Performance improves little ___

Performance diminishes ___

Performance greatly declines ___

No effect ___

PART III. PERCEPTIONS OF ACTIVE DUTY WOMEN

LEGEND: Strongly Agree-1; Agree-2; Neutral-3; Disagree-4; Strongly Disagree-5; Circle one choice:

1. Women are too emotional for combat assignment. 1 2 3 4 5
2. Men are physically superior to women 1 2 3 4 5
3. It was a mistake to accept women into the armed forces. 1 2 3 4 5
4. Since the Coast Guard allows women in ships, all Navy women so desiring that type of duty should be transferred to the Coast Guard. 1 2 3 4 5
5. The problem with Navy women is that they take up all desirable shore billets that should be reserved for men, especially men who have been at-sea for long periods of time. 1 2 3 4 5
6. Navy (military) men do not accept, but merely tolerate military women. 1 2 3 4 5

7. Navy men are far more professional and better trained to do their jobs than Navy women. 1 2 3 4 5

8. If women want to be assigned to combat units, those units should be "all female". 1 2 3 4 5

9. I feel that I have been adequately trained for combat situations. 1 2 3 4 5

10. I know of situations in which military women are being discriminated against. 1 2 3 4 5

11. I know of situations in which military women are given special considerations which are solely based on gender. 1 2 3 4 5

12. While in the company of the opposite sex, I often feel more of a need to preserve my self-image. 1 2 3 4 5

13. Given a choice, would you prefer to work for:

man ___ woman ___ either ___

14. If you have a daily or weekly, self-initiated physical fitness plan, list type of activity and intensity/duration (in hours)

a. Activity _____ b. Intensity/duration _____

15. Outside of your immediate family situation, have you ever lived in a co-ed setting where you have had to share living spaces, including bathrooms, with the opposite sex?

yes ___ no ___

PART IV: DESCRIPTORS OF ACTIVE DUTY MEN AND WOMEN

a. Please circle or write-in all words that predominately describe the military women with whom you have come in contact.

Aggressive	Organized	Calm (under pressure)
Capable	Talented	Limited
Complacent	Confused	Moody
Professional	Lazy	Desperate
Intelligent	Hard-working	Overly emotional
Scheming	Dumb	Manipulative
Powerful	Vindictive	Pleasant
Nice	Kind	Friendly
Abusive	Over-worked	Under-utilized
_____	_____	_____
_____	_____	_____
_____	_____	_____

b. Please circle or write-in all words that predominately describe the military men with whom you have come in contact.

Aggressive	Organized	Calm (under pressure)
Capable	Talented	Limited
Complacent	Confused	Moody
Professional	Lazy	Desperate
Intelligent	Hard-working	Overly emotional
Scheming	Dumb	Manipulative
Powerful	Vindictive	Pleasant
Nice	Kind	Friendly
Abusive	Over-worked	Under-utilized
_____	_____	_____

Note: If you have never been engaged in actual combat, please stop here and thank you for your cooperation. Veterans of Vietnam and/or Korea please continue!!!

PART V: KOREA OR VIETNAM COMBAT EXPERIENCE. Please fill in the blanks or check appropriate spaces.

1. Where and how many months of duty did you spend in combat zones?

a. Where _____ Number of months _____

b. Where _____ Number of months _____

c. Where _____ Number of months _____

2. What was the most difficult aspect of combat:

_____

_____

3. Have you ever killed or wounded women and/or children while engaged in combat?

yes ___ no ___ uncertain ___

4. Did you ever confront or were you ever confronted by a female enemy soldier?

a. yes ___ no ___

b. If yes, what was your initial reaction? _____

_____

_____

c. Was your response time: faster ___ slower ___ same ___

5. Did you participate, in or witness, sexual activity including rapes, of female enemy soldiers or civilians?

yes ___ no ___

6. Do you feel that such sexual activity, as discussed above, would be likely in American units if both men and women were assigned?

Not likely ___ Probable ___ Highly probable ___

7. What types of physical (non-life threatening) ailments did you suffer while engaged in combat? _____, _____, _____, _____, _____, _____

8. List those behaviors or characteristics that make women "suitable" for combat.

a. _____ d. _____

b. _____ e. _____

c. _____ f. _____

9. List those behaviors or characteristics that make women "unsuitable" for combat.

a. _____ d. _____

b. _____ e. _____

c. _____ f. _____

10. Given your combat experience, in which category do you feel women most capable of fighting?

Air ___ Submarine ___ Surface ship ___

Hand to hand ___ Special Forces ___ Other ___

11. How would you resolve the women in combat issue?

a._____

_____

_____

_____

b. Why? _____

_____

_____

_____

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ABSTRACT

WOMEN IN COMBAT?

Little is known about how women will perform combat tasks and even less is known about how they will affect combat unit performance. This thesis polls veterans of war and active duty men and women about their attitudes and opinions toward assignment of women to combat units. The areas addressed in a review of the literature include: an historical look at warrior roles that women played from ancient times to the 1980's.

It was hypothesized that even though women would be considered as equally competent as men, by both men and women, there would be great resistance in assigning them to combat roles and that both men and women would view male leadership more positively than female leadership.

This study was conducted in San Diego and Long Beach, California, in June of 1988. All of the respondents were active duty Navy men and women, and Navy or Marine Corps retirees.

The measuring device utilized for this study was a five part questionnaire that consisted of: I Background Information; II Work Experience with Women, including shipboard assignment; III Perceptions of Active Duty Women; IV Descriptors of Active Duty Women and Men; and V Korean and/or Vietnam Combat Experience.

It was clear that military females are much more critical of each other than are their male counterparts. The men in this study viewed female peers, subordinates and seniors in a very positive light.

Results also indicated that the presence of females causes the performance levels of males to rise when engaged in competitive high-contact sports/activities. Females reported that their performance in similar circumstances remain the same.

The study also has serious implications for racial minorities since a disproportionate number of that group comprised a large majority of the total front-line force. Because minorities experienced heavy front-line fighting during Vietnam, it is logical to predict that minority women would experience a similar demise, should women be assigned or drafted to combat units.

Most significantly, a large majority of military men and women reported that they would not have volunteered for military service at a time of conflict/war which would have required their participation soon after induction.

More intensive research, on a larger group of individuals, is definitely indicated by the results of this study. Women surveyed, appeared to lack the very quality, cohesion, that is essential to successful combat units.

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